

Equal Opportunity and Diversity Inclusion Advisory Committee

December 8, 2006

Meeting Minutes (Approved)

Call to Order

Ms. Gina Nelson, Chair

Roll Call/Attendance

Member	Att.	Abs.	Member	Att.	Abs.	Member	Att.	Abs.
Beall, Margaret	X		Martinez, Laura		2 nd	Shackleton, Cindy	X	
Berry, Janice		2 nd	McCoy, Ken	X		Walker, Sherita	X	
Craig, Audrey	X		Meaton, Jeff	X		Vacant		
Frens, Gregory	X		Mersha-Scarlett, Hirut	X		Vacant		
Edwards, Brenda	X		Nelson, Georgina	X		Vacant		
Edwards, Clyde	X		Pasheek, Geraldine	X		Vacant		
Hawkins, Shantelle	X		Perry, Crystal	X		Vacant		
Jones, Sharon	X		Rashid, Mian	X				
LeMaire, Alfred	X		Root, Theresa	X				

Chair Report.

Theresa Root will be leaving the committee after this months meeting. Gina thanked Theresa for her dedication and service to the committee. In addition to Theresa's strong commitment to equality for everyone her smile and positive outlook will be greatly missed as well.

Housekeeping

None.

Approval of the Agenda:

Agenda approved with additions (Vacancies, Recruitment, and setting 2007 dates).
Motion by Al, Second by Theresa. Passed unanimously.

Approval of the Minutes for November 17, 2006.

The committees plan to collect donations for the Eastern Michigan Food Bank at the December meeting was left out of the November minutes. Geraldine will be taking the collection to the food bank on behalf of the committee. \$100.00 was collected today.

Minutes approved with change.

Motion by Sharon, Second by Jeff. Passed unanimously.

Election of Officers.

Dr. Mary conducted the election of officers for the Director's 2007 Committee.

Clyde withdrew his name for consideration as Chairperson.

The slate was unopposed after Clyde withdrew his name; Gina Nelson for Chairperson, Jan Berry for Vice-Chairperson, and Greg Frens for Secretary.

Dr. Mary announced the 2007 Executive Officers:

Gina Nelson,	Chair
Jan Berry	Vice Chair
Greg Frens	Secretary

Selection of 2007 Meeting Dates:

The dates are the 2nd Friday of each month, with the exception of January and November 2007 which will be held on 3rd Friday. The official 2007 dates are and each meeting is Mandatory:

January 19 th	July 13 th
February 9 th	August 10 th
March 9 th	September 14 th
April 13 th	October 12 th
May 11 th	November 16 th
June 8 th	December 14 th

Sub-Committee break out.

The committee had a luncheon together at the Radisson. It was a nice time to sit back and enjoy each other company, and to celebrate the past years successes and to discuss the many upcoming opportunities for many more success' in 2007.

Awards:

Templates have been given to Patti to finalize.

Communications:

Staff Reports

James Newsom.

James presented all the committee members with Christmas presents from himself. It was a very much appreciated gesture from Mr. Newsome by all the committee members.

Dr. Mary Hall-Thiam.

Dr. Mary provided Training for the afternoon committee session.

Jack Cade's Nightmare the mandatory film for managers was shown to the committee and discussed. The film really pointed out how huge liability discrimination is.

As ambassador the committee really needs to know and understand what discrimination is and what it is not.

Currently Michigan has 13 protected categories / characteristics

Title 7, 1964 Federal Law protects
Age, Color, National Origin, Race, and Religion

Federal and State Level protects
Disability

Elliot Larson protects
Genetic Information, Height, Marital Status, Sex (Gender), and Weight

Governor's Executive Directive 2003-24 protects
Sexual Orientation

State of Michigan Constitution protects
Political Party

Hiring Process

DHS uses the Behavioral Based Interviewing Process. You NEED to prepare ahead, way before a position that you may want is posted. You can go to the DHS site for more information:
<http://intranet-01.mfia.state.mi.us/vohr/BBI/> or you can go to the Civil Service Site as well:
<http://web1mdcs.state.mi.us/WebCasts/BBI/BBI.htm>

ADA; the only people in DHS that can deny a request is either James or Dr. Mary. Records of a disability do not have to be given to a supervisor Program Office will keep them on file.

Janene McIntyre

Not in attendance.

Old Business

Union are starting to come on-board with Crucial Conversations

New Business

Pending calendar:

December Presentations completed by committee members to local work units (Moved back until power point is ready to roll out).

Good of the Order & Welfare.

A round robin sharing of what everyone is doing in their personal life and work life relating to diversity. This is a great way to end the meeting and leave with very positive energy for doing diversity work!

Next committee meeting is set for January 19th, 10 a.m. sharp. The meeting will be held in 1A.

FOLLOW-UP ITEMS:

Held over from previous month as Jan was out ill. Jan will be fine tuning the power point, working on the voice over script, in preparation for committee members rolling out the program and for the presentation at the Statewide Directors meeting in February.